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A study on employee health and quality of working style

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Abstract---The study focuses on the quality of work lifestyle of employees in order to maintain their health. The quality of work life is becoming an imperative issue. When the company gives a higher QWL, it increases the wholesome operating environment for workers. The company has to implement the following such as passable then reasonable recompense; harmless also well-employed environments; instant chance toward uses and improve social volumes; chance aimed at sustained development and; Effort than the whole lifestyle span.

Keywords---wellbeing, environment, health, organizational.

Introduction

Quality improvement seeks to standardize processes and structures to reduce variation, achieve results, and improve outcomes for the employee healthcare systems and organizations. Some of the important techniques for improving the quality of work-life are job enrichment, job rotation, quality circles, or self-managed work teams. Employee fitness involves the physical and psychological position of the employees. Once the conversation around well-being, physical fitness approaches concentration earliest, but then again mental fitness remains fair by way of imperative. In addition, unscrupulous mental fitness is able to principal to bad knowledgeable fitness and versa. Healthier employees are less likely to take sick leave and are more likely to be more productive during the workday. Healthy employees are more active and energized, giving them the capability to get more work done during the day. Having a strong and well-adapted sense of well-being can help us overcome difficulties and help us achieve our goals in life.

Health and Wellness

There is a wide range of initiatives employers can take to improve wellbeing. Well-being is not just the absence of disease or illness. It's a complex combination of a person's physical, mental, emotional, and social health factors. Well-being is strongly linked to happiness and life satisfaction. In short, well-being could be described as how one feels about her life.

Walton (1975) proposed eight calculated classes they are as follows:

- Satisfactory and reasonable benefit.
- Risk-free and forceful employed conditions.
- Instant chance to use and develop human volumes.
- Opportunity for continued growth and security.
- Public incorporation in the work society.
- Constitutionalisation in the workgroup.
- Work and the total life span.
- The social significance of effort-life.

To improve the quality of work-life company has to provide:

- Infrastructure
Infrastructure is the basic system that undergirds the structure of the economy. Examples of infrastructure include transportation facilities, telecommunications networks, and water supplies.
- Attitude about the work environment
Work attitudes are the feelings one's has toward different aspects of the work environment. Job satisfaction and organizational commitment are two key attitudes that are the most relevant to important outcomes.
- Expectation
Expectation is defined as believing that something is going to happen or believing that something should be a certain way. An example of expectation is a belief that you will be getting promoted.

Mental health in the workplace

The most common workplace mental health anxiety, depression, and stress employee well-being statistics revealed their working professionals experienced mild symptoms of anxiety. By receiving proper mental health care, productivity increases, absenteeism decreases, and total medical costs decrease. Employee assistance programmers (EAPs) can train management on the best approaches when it becomes clear that someone on their team is struggling with their mental health. They also give telephone consultations and referrals and can help to start the employees in the right direction.

The Manage Employees' Health in the Workplace

Leaders often think that emotional issues are unworthy of their time and attention, but the cost of not dealing with these problems can be far greater. They

lose precious work time and productivity when one doesn't help them and nip the issue in the bud. The extra moments spent in the workplace paying attention to emotions, considering the emotional costs and benefits of decisions you make, listening to the employees, assisting them in resolving whatever issue they are dealing with, and dissipating or absorbing the emotions they experience can help reduce the number of emotional issues in the workplace and help employees return to being happier and more productive sooner. Here are some tips to control your mental health.

- Read emotional cues and signals.
Keep the emotions and feelings of staff in mind. Emotional cues are everywhere in business, so pay close attention to them as they are valuable data to an organization. Cues can be overt or less obvious, such as body language, facial expressions, types of words used, and tone. These signals tell what the employee is feeling.
- Empathize with those who are hurt.
It's all too common in the workplace to show indifference and impatience to employees who are in distress. Leaders may belittle or make light of the employee's issue or tell them to "deal with it" on their own.
- Understand the triggers.
There's always something underlying the emotional response. Dig into what is triggering an employee's emotional behavior. Refrain from pre-judging why the employee is responding in the way that they are. Instead, listen to the employee and their concerns. Allow the employee to feel heard and respected. This will help you help them.
- Reframe your messages.
Poorly chosen words and tones are often the sources of negative emotions in an organization. Think through your message and tone (of emails, in-person communication, and phone conversations) before you communicate it and consider possible emotional responses that may emerge from it. Reframe messages in a positive way.
- Anticipate and handle responses to change.
Organizational change causes emotional responses. Build-in ways to prevent negative emotional effects, and determine ways to address and minimize emotional issues when they occur.

Communicate honestly and directly about the change, and give employees the opportunity to vent and discuss their concerns with the transition.

Conclusion

To use the maximum potential of human resources, the organization must provide them with the best quality of their working lives. Then, each society wants to update and recover the excellence of work-life for their workers. Quality of work life is more about operative participation, which contains approaches to inspire its employees to achieve well and contribute to result creating. To retain experienced and good talent, organizations should have low stress and high quality of work life.

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